

REDACTED  
PER

CONFIDENTIALITY

JRJR

## EXHIBIT 4

Law Offices of K.C. OKOLI, P.C.  
330 Seventh Avenue, 15<sup>th</sup> Floor, New York, N.Y. 10001



U.S. Customs and  
Border Protection

JUN 05 2006



In addition to the aforementioned, I considered your entire employment record. My decision is -

decis

storage

with the above-specified charge.

All material upon which this proposal is based, is enclosed. You will be given ten (10) calendar days from the date you receive this notice (exclusive of day of delivery) to review the material on which this notice is based, and if you so desire, to answer it orally in person, in writing, or both orally and in writing. Consideration will be given to extending this period of time if you submit a request stating your reasons for desiring more time prior to the expiration of the ten calendar day period. You may submit, with your reply, affidavits or other evidence in support of your answer.

You have the right to be represented by an attorney or other representative of your choice. Any designation of representative should be furnished in writing to Ms. Susan T. Mitchell, Director, Field Operations, New York, c/o Mr. Dennis Desautels, Labor Relations Specialist, 300 Interstate Corporate Center, Suite 301, Williston, VT 05495.

If your representative is an Agency employee in active duty status, he or she will be allowed four (4) hours of official time to review the material on which this notice is based, to secure affidavits and present your reply. Consideration also will be given to extending this period if you submit a request stating your reasons for desiring more time.

If you wish to reply in person, you should request an appointment for that purpose in writing. All correspondence, including any written reply or any request for additional time, should be directed to Ms. Mitchell, c/o Mr. Desautels at the address listed above within the ten-day limit.

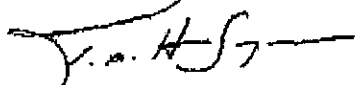
Full consideration will be given to any answer and supporting evidence that you submit. As soon as possible after your answer is received, or after expiration of the ten-day limit if you do not answer, Ms. Mitchell will consider all of the available facts and render a decision on the proposal.

Please sign the receipt acknowledgement copy of this letter as evidence that you have received it. Your signature does not mean that you agree or disagree with its contents, and by signing, you do not forfeit any of your rights cited above.

Sharmila Zaman

If you have any questions regarding your rights or other procedures contained in this notice, contact Dennis Desautels, Labor Relations Specialist, in writing at 300 Interstate Corporate Center, Suite 301, Williston, VT 05495, by telephone at (802) 872-8032, or by facsimile at (802) 872-3197.

Sincerely,



Kathleen M. Haage-Gaynor  
Area Director  
New York/Newark

Enclosures  
In Duplicate





U.S. Customs and  
Border Protection

February 7, 2006

## Interoffice Memorandum

MEMORANDUM FOR: Kathleen M. Haage-Gaynor  
Area Director  
Newark / New York Area

FROM: Joseph Cardinale  
Chief, Passenger Operations  
Air Operations Division, Newark Airport

SUBJECT: Management Referral Regarding the Firearm that was  
Temporarily Misplaced in the Women's Public Restroom

I reviewed the Firearms and Use of Force Handbook published by the Office of Training and Development, Firearms and Tactical Training Division. I also inquired with Primary Firearm Instructor Richard Cotugno on procedures regarding this matter.

### BACKGROUND

CONFIDENTIAL USA0278

- 2 -

INTERVIEWS and MEMORANDUMS SUBMITTED

I separately interviewed each officer that was involved with this matter.

- 3 -

-4-

RESEARCH

SUMMARY

Although this incident occurred in the



- 5 -

Therefore, based on the severity of this incident and improper reporting procedures, I recommend that disciplinary action should be initiated against all of these officers.

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*Joseph Antile*

Attachments

SUSAN T MITCHELL  
01/03/2006 05:57 PM

To: LENARD H ANGEVINE@USCUSTOMS  
cc: KATHLEEN.M.HAAGE@CUSTOMS.TREAS.GOV  
Subject: Re: EEO Information

I do know about the [redacted] case and would not characterize it as releasing TECS information to a passenger, but have not heard of either [redacted] I am forwarding to Ms. Haage to see if she can confirm the last two names.

Susan T. Mitchell  
Director Field Operations  
New York  
LENARD H ANGEVINE

LENARD H ANGEVINE  
01/03/2006 06:31 PM

To: SUSAN T MITCHELL/NEUSCS  
cc:  
Subject: EEO Information

Ms. Mitchell-

Ms. Akinyemi has identified three (3) comparative employees that allegedly violated CBP policies/procedures during their probationary period and received less disciplinary action (not terminated). I know that CBP cannot release specific information pertaining to disciplinary action taken against an employee and that final decisions are on a case by case basis.

I only need to confirm if you were notified and if you were the deciding official for any of the below alleged violations of CBP policies/procedures. The employees are from the Newark/New York Seaport Area.

Lenard H. Angevine  
Equal Employment Opportunity Officer  
U.S. Customs and Border Protection  
New York Field Office  
(646) 733-3234  
(646) 733-3283 - fax  
email: lenard.angevine@dhs.gov



U.S. Customs and  
Border Protection

NOV 07 2007

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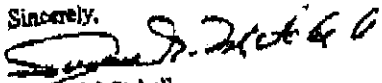
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Ms. Sharmila Zaman  
Page 2

If you have any questions concerning this letter, you may contact Dennis Decauxis, Labor and Employee Relations Specialist, at telephone number (802) 679-~~XXXX~~

Sincerely,



Susan T. Mitchell  
Director, Field Operations  
New York

In Duplicate

Receipt of original notice is hereby acknowledged. It was delivered on

CONFIDENTIAL USA0432